

**Memorandum of Understanding
Between the Renton School District
and the Renton Education Support Professionals**

Agreements Related to Changes in Working Conditions and School Operations Due to Coronavirus/COVID-19 within the 2020-21 school year.

Renton School District (District) and Renton Education Support Professionals (RESP), the "parties", share an interest in maintaining the health and safety of all members of our Renton School community. Any agreement reached between the parties shall apply to all RESP represented employees. The impact of the coronavirus pandemic continues to result in widespread concern across the community regarding the potential of continued spread of the virus. We will continue to review the guidelines of Public Health, Seattle and King County and the Office of Superintendent of Public Instruction (OSPI).

Now therefore, the parties agree to the following:

1. Compensation: For the 2020-21 school year RESP employees shall continue to be compensated per the Collective Bargaining Agreement (CBA) at their currently assigned hours, unless impacted by displacement or other similar conditions that cause reduced staffing levels.
2. Benefits: Individuals who are eligible for benefits under the provisions of the RESP Collective Bargaining Agreement shall maintain their benefits unless impacted by displacement or other similar conditions that cause reduced staffing levels.
3. Duties:
 - A. Parties agree to support student learning and growth, while practicing recommended safety precautions, following the Department of Health (DOH) and L&I guidelines.
 - B. Employees will be given the option to work remotely even though some may choose to work in the building. For assignments and/or work that cannot be done remotely, those employees will perform duties at their assigned District site.
 - C. Employees denied the opportunity to work remotely will first seek solutions with their supervisor.
 - D. In the event the situation is not initially resolved, the employee may invite their union representative to a solution centered meeting with the supervisor.
 - E. Supervisors will work to provide employees a minimum of one days' notice before they are asked to report to a building for in-person work.
 - F. Supporting families and the public will be done on an appointment basis while limiting the number of guests.
 - G. Meetings, training and professional development opportunities shall be held virtually whenever possible during in-home learning.
 - H. Any significant changes to performing duties consistent with job descriptions will be discussed by the parties prior to implementation through the existing labor management process.

- I. While in remote learning, Instructional Paraeducators will work in partnership with their certificated teacher. Instructional paraeducators will not be required to provide in person services without a certificated team member present.
4. Leaves:
 - A. Those who are considered to be in high-risk categories, can work with their supervisor to seek any and all options for alternative work arrangements prior to exhausting options and taking any available leave.
 - B. Should high risk employees, as defined by Public Health - Seattle & King County, be unavailable to perform the duties of his/her assigned position, regular leave provisions apply. Employees may view available leaves on the district website at <https://www.rentonschools.us/employment/leaves>
5. Schedules: To provide the best support of student learners, some employees may experience a slight shift to their start/end work time of their assigned hours given the district's [Reopening Plan 2020-21 School Year](#) during in-home learning where the student day is held within a window of; for example 8:30AM - 3:30PM.
6. Paraeducator Fundamental Course of Study (FCS): The District will provide access to the remaining FCS training from the 2019-2020 school year and compensation shall be as previously negotiated in the CBA. FCS for the 2020-2021 school year will be determined through labor management meetings and as outlined through OSPI and or PESB.
7. Communication:
 - A. The district will provide updates regarding district and school operations as new information becomes available.
 - B. The District shall notify RESP leadership and all building staff of any known confirmed case of COVID-19 in their building or any facility they work in as soon as reasonably possible; but not later than 24 hours following receipt of notice.
8. The parties agree to meet on an as needed basis to resolve any issues that arise from either this MOU or the ever changing COVID-19 impacts.
9. Face Coverings/Masks: The District shall provide each RESP represented employee twenty-five dollars (\$25) to purchase appropriate cloth face coverings. This one-time allocation, payable on the October pay warrant, is for active employees, and does not require receipt or proof of purchase. The District will provide disposable face coverings for incidental use to employees as needed. Newly hired RESP employees will also be eligible for the one-time payment if hired during the time that face coverings are still required.

This MOU shall be in effect during the 2020-21 school year until such time as school for staff and students has resumed in the traditional setting (i.e., in-person) but no later than August 31, 2021. All other provisions of the Collective Bargaining Agreement shall remain in full effect. This MOU is not precedent setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this 11 day of September, 2020.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

/s/ Valisia Simpson
Valisia Simpson, RESP President

/s/ Damien Pattenaude
Damien Pattenaude, RSD Superintendent

